GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA

STARRED QUESTION NO:485
ANSWERED ON:07.04.2017
Remuneration for Anganwadi Workers
Jaiswal Dr. Sanjay

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) the methodology followed by the Government to arrive at the requisite remuneration for anganwadi workers;
(b) whether this methodology has undergone a change over the years;
(c) if so, the details thereof; and
(d) if not, the steps taken by the Government to ensure fair pay to anganwadi workers?

Answer

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI KRISHNA RAJ)

(a) to (d): A Statement is laid on the Table of the House.

Statement referred to in reply to Part (a) to (d) of Lok Sabha Starred Question No. 485 for 07.04.2017 by Dr. Sanjay Jaiswal regarding 'Remuneration for Anganwadi Workers

Integrated Child Development Services (ICDS) is a Centrally Sponsored Scheme implemented by the States/UTs. Government of India frames the guidelines, releases the funds and monitors the scheme.

Under the Scheme, six services namely Supplementary Nutrition, Pre-School non-formal education, Health & Nutrition Education, Immunization, Health Check-up and Referral Services are provided to the Pregnant Women and Lactating Mothers and Children below six years of the age. Three of the six services viz., Immunization, Health check-up and Referral Service, are provided by National Rural Health Mission & Public Health Infrastructure. These services are provided at the Anganwadi Centres by the Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs).

Anganwadi Workers (AWWs) & Anganwadi Helpers (AWHs) are honorary workers who are paid monthly honoraria as decided by the Government from time to time. The present rate of honoraria paid to the AWWs and AWHs since 01.04.2011 is Rs. 3000/- and Rs. 1500/- respectively. The monthly honorarium paid to AWWs of Mini-AWCs since 04.07.2013 is Rs. 2250/-.

The rate of monthly honoraria paid to the AWWs and AWHs from time to time since 1975 is given in the following table:
(In Rs.)
Qualification
1975-76 1.4.78 1.7.86 2.10.92 16.5.97 1.4.02 1.4.08 1.4.11
Non-Matriculate 100 125 225 350 438 938 1438 2938
Matriculate 150 175 275 400 500 1000 1500 3000
Non-Matriculate
With 5 year experience - - 250 375 469 969 1469 2969
Matriculate
With 5 year experience - - 300 425 531 1031 1531 3031
Non-Matriculate
10 years experience - - 275 400 500 1000 1500 3000
Matriculate
With 10 year exp - - 325 450 563 1063 1563 3063
Mini-Anganwadi Workers - - - - - 500 750 2250*
*w.e.f. 4.7.13
Anganwadi Helper 35 50 110 200 260 500 750 1500

The above table indicates the per annum increase in the rate of honoraria. The Scheme does not provide for any fixed criteria for revision of honoraria of the above functionaries.

In addition to the honoraria paid by the Government of India, most of the States/UTs are also giving monetary incentives to these workers out of their own resources for additional functions assigned to AWWs/AWHs as per details given in Annexure A.

The Government of India is conscious about the voluntary services rendered by these functionaries and has been doing its best for their welfare. Some of the facilities extended to AWWs and AWHs, besides the honorarium, are listed below:
Leave:

i. 20 days annual leave.
ii. Paid leave on maternity for a period of 135 days for a maximum of two occasions.
iii. 45 days paid absence on abortion/miscarriage for one occasion.

Award:

In order to motivate the Anganwadi Workers and give recognition to good voluntary work, a Scheme of Award for AWWs has been introduced, both at the National and State level. The Award comprises of Rs. 25,000/- cash and a Citation at Central level and Rs. 5000/- cash and a Citation at State level.

Uniform:

AWWs and AWHs are provided two sets of Uniforms (saree/suit @ Rs.300/- per saree/suit per annum) and a name badge.

Reservation in recruitment:

50% of vacant posts of Supervisors have been reserved for Anganwadi Workers who have completed 10 years of service.
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25% of positions of AWWs have been reserved for recruitment from AWHs.

Insurance cover:

Government of India introduced `Anganwadi Karyakartri Bima Yojana for Anganwadi Workers/Anganwadi Helpers w.e.f. 01.04.2004 under Life Insurance Corporation's Social Security Scheme. The premium paid for the scheme is Rs. 280/- per member. Out of this Rs. 100/- each is paid by LIC and Government of India and Rs. 80/- is payable by the individual worker. However, the amount of premium of Rs. 80/- payable by AWWs and AWHs has been waived.

The compensations given under AKBY are as under
a) In case of Natural death : Rs. 30000/-

b) In case of Accident :
i. Death/total permanent disability : Rs. 75000
ii. Partial permanent disability : Rs. 37500

c) Female Critical Illness (FCI) Benefits : An amount of Rs. 20000/- is payable on the diagnosis of invasive cancers (malignant tumour) manifest in the specified organs of AWW/AWH.

d) Shiksha Sahyog Yojana

A free add-on scholarship benefits is available for the children of AWWs and AWHs. Scholarship of Rs. 300/- per quarter for students of 9th to 12th Standard (including ITI courses) is available but it is limited to two children per family.

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